

Coaching
Evolved

EVOLVE
Coaching Path
Guidebook



Coaching *Evolved*

At Coaching *Evolved* we teach a wide variety of modalities, tools, and strategies to assist you in guiding your client towards lasting transformation, deep embodiment, and wild fulfillment. They all fit within our EVOLVE Coaching Path, a framework for coaching sessions that provides a powerful yet flexible structure that supports your style of coaching.

YOU MAY BE WONDERING WHY YOU EVEN NEED A FRAMEWORK FOR YOUR COACHING...

and feeling that a framework could be restrictive, but here are just a few of the benefits of coaching within the EVOLVE Coaching Path:



Sessions stay on track

Coaching isn't just a conversation; it's a professional container that supports people in transforming their lives and reaching their goals one session at a time. Structure supports that process.

You don't have to have the answers

The system does the work. You'll see how this works very shortly, when we walk you through the EVOLVE Coaching Path and its underlying system.

Easier to keep client notes

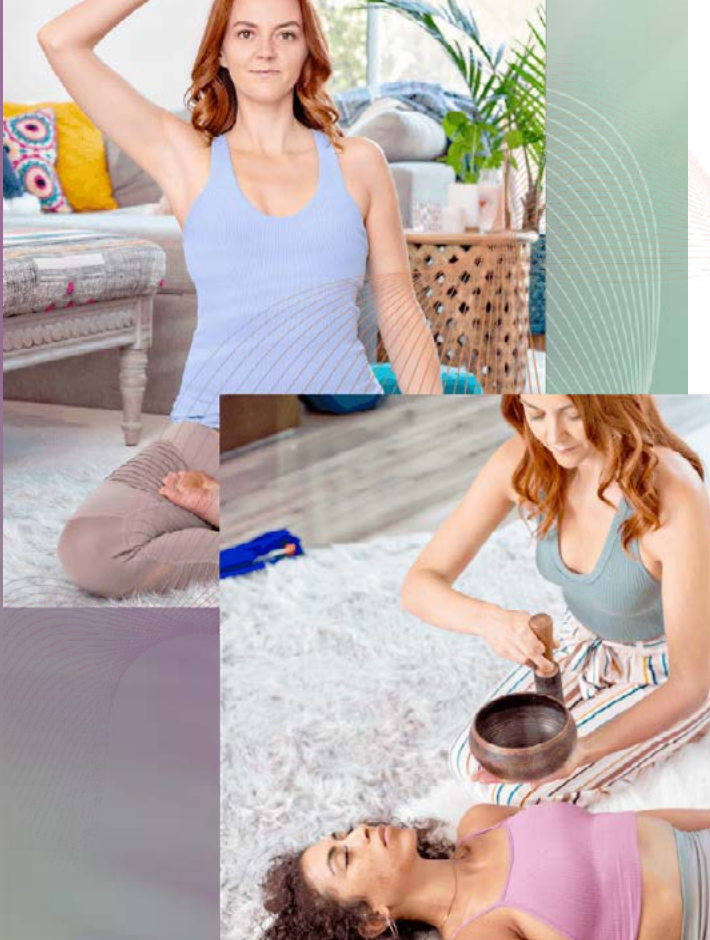
Having a framework for your sessions helps you with taking and referring back to your notes, which we're required to take as professional coaches.

The courage to go deeper

Structure supports coaches in feeling more secure in a session, and when you feel secure and confident as a coach, you will take your client deeper and facilitate even more powerful transformation.

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When you don't
use a framework
like the **EVOLVE
Coaching Path**
in your coaching...



Sessions get off track

We have listened to thousands of hours of student coaching sessions, and when they go off track, 99% of the time it is because the coach has veered from the Path.

Coaches feel out of their depth

Without a clear framework for each coaching session, it is very common for the client's update to dominate and the coach can struggle to get the coaching session back on track toward achieving the objective of the session and making progress on the client's goal. This leaves them feeling as though they are not a good coach, when in fact a minor tweak to their process is all that is required.

Clients go around in circles

Without a structure in place like the EVOLVE Coaching Path, clients can seem to revisit old ground and get stuck in a circular pattern. Using the EVOLVE Coaching Path your coaching sessions will always result in forward progress, which supports your clients in getting the results they came to you for in the first place.

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Structure and frameworks will give you more creativity and fluidity as a coach.

At Coaching Evolved, we know that using the EVOLVE Coaching Path leads to the best client outcomes, however some of our students do feel some resistance to the structure provided by the Path at the beginning.

Did you know that boundaries increase the feeling of freedom for a person, versus having no boundaries? The same is true for using a framework in coaching.

THE EVOLVE COACHING PATH PROVIDES THE NECESSARY SAFE SPACE TO ALLOW MORE SPACE FOR CREATIVITY AND FLUIDITY.

Using a coaching model is like using a map and compass when you go hiking.

It enables you to understand where you are currently positioned, where you are going and what you need to do in order to get to your destination. It doesn't stifle your adventure, it provides the safety structure you need to be able to make the most of it.

Before we move into the EVOLVE Coaching Path itself, let's take a moment to remind ourselves of what life coaching actually is, and what it is not.

COACHING IS...

- ✓ Clarifying what the client wants from their whole life and not just the area they have come to you for
- ✓ Setting and implementing the right goals for the client
- ✓ Uncovering the client's values
- ✓ Monitoring progress
- ✓ Providing an environment for positive change
- ✓ Providing accountability
- ✓ Motivating a client
- ✓ Correcting non-achievement
- ✓ Staying focused with clarity on the client's vision

COACHING IS NOT...

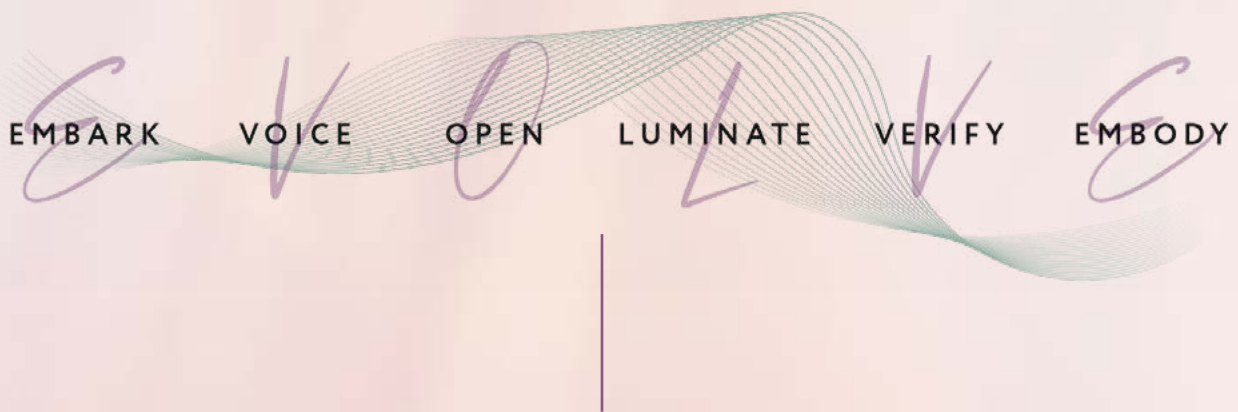
- ✗ Providing counselling on past issues (although some skilled and trained coaches do have tools to deal with past issues if required)
- ✗ Mentoring and telling the client what to do
- ✗ Forcing the client to try something
- ✗ A social conversation or 'chat'
- ✗ Fixed to the coach's agenda

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introducing the

EVOLVE Coaching Path

The EVOLVE Coaching Path is everything you need to ensure a successful and powerful coaching session for every client and every session. Here's what each letter of EVOLVE stands for to help you remember the coaching flow:



Now let's dive deeper into the EVOLVE Coaching Path!

Below, we'll take you through each stage in the EVOLVE Coaching Path, including rough timings based on a 60 minute coaching session and example tools, practices and questions that you may utilise in a session.

These descriptions are of course not exhaustive, and we encourage you to be playful and creative in your own coaching process within the EVOLVE Coaching Path.

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E - EMBARK

Embark on the coaching session by stepping into a pre-coaching ritual, as the coach, to suspend judgment, review the client's questionnaire, and step into deep presence.

The Embark step of the EVOLVE Coaching Path takes place outside of the coaching session. It is the necessary preparation that a professional coach undertakes to ensure the best possible outcome for every client and every session.

This is the time that you will use to review the client's prior session notes and any pre-session questionnaire that they have submitted in advance of the session.

It is also, and arguably more importantly, the time that the coach takes to mentally, emotionally, and physically prepare to show up to the session without any preconceived ideas or plans for the session.

In the Coaching Evolved Professional Life Coach Certification, we delve deep into what this looks like.

Here are some ideas:

- Move your body to shift energy
- Meditate
- Step outside and ground yourself
- Make a drink intentionally
- Set your pre-coaching intentions, for example:
 - I am so grateful to be doing this work
 - I suspend all judgement
 - I empty myself to be a clear, open vessel for this session

You may also find it useful to ask yourself these questions before each session:

- *Am I fully present?*
- *What possible judgements am I holding?*
- *Is MY agenda at play anywhere here?*
- *Am I predicting how this session will go?*

PRE-SESSION ~10-30 MINS

Take as much time as you need for this step. This time is not counted within a 60 min session

PRO COACH TIP

Do not book your client sessions back-to-back so that you have space to perform the Embark step for every single session, and every single client.

V- VOICE

Voice is where the client voices what's present, overall goals, and states a clear objective for the session.

THERE ARE TWO ASPECTS TO THE VOICE STEP

1. What is the overarching goal?

This is the goal for the coaching RELATIONSHIP. This is the result that the client desires from working with you and will likely take a number of sessions to reach.

Questions to help a client Voice their overarching goal:

- *How will you know when you have achieved your goal?*
- *What is your vision for the future?*
- *What would you like to gain from the coaching process?*
- *What would it feel like if you lived exactly how you envisioned?*
- *What goal could you work on in the next six months?*

2. What is the goal for this session?

The second aspect of the Voice step is to set an agenda for today's session.

Voice and set an agenda for every single coaching session to ensure that you get to the core of the challenges that come up for the client, and to ensure that you have multiple talking points for the session.

Without this agenda setting process you are missing the opportunity to go where the client really needs to go; not cognitively, but deep in their feelings. That is where the life-changing breakthroughs are made, this is crucial and sets masterful coaches apart from amateurs. Spend 5-10 minutes on setting the agenda.

Setting the agenda also makes the client feel safe and when they feel safe, they will go deeper.

Questions to help your client Voice a powerful session agenda:

- *What is the agenda for today?*
- *How does it fit into the overarching goal?*
- *Is there something else going on that will get in the way of taking action towards the goal?*
- *What else is important for us to discuss today?*
- *What else?*
- *And of those topics, which is most important for us to start with today?*

~5 MINUTES

This step should not take long. Get clear efficiently so that the bulk of the session can be focused on opening to the goal, and achieving the desired transformation.

PRO COACH TIP

It is not uncommon for the initial goal that your client presents with to change over time. That is why it is important to keep coming back to this.

PRO COACH TIP

Voice the session agenda BEFORE asking for your client's update. This ensures that you don't get caught up in updates and run out of time for what is most important for forward progress today.

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O - OPEN

Open to your goals in all five facets of being, and explore blocks, obstacles and opportunities.

This is the main body of your coaching conversation and where you really get to explore with your client.

It is also where sessions can go off track without a system to keep them moving towards a positive outcome.

Having the EVOLVE Coaching Path in place allows you to dance in the moment with your client without getting lost down rabbit holes.

To kick things off in this section of your session, ask the client which of the talking points set in the agenda is most important for you to begin discussing.

Then ask them to tell you about what's going on. From here you put all your coaching skills into action and look for ways to introduce choice by challenging any limitations you hear.

Listen for obstacles, opportunities, where the client is getting in their own way.

This is the space where our Coaching Evolved Certified Life Coaches get to use one or a few of the 60+ modalities, tools, and techniques they are trained in, with permission from the client.

For example, your client may share that they are feeling stuck around a situation at work.

You may choose to lead them through a visualisation, or ask powerful coaching questions, or introduce embodiment tools to shift their energy.

Your coaching is only limited by your creativity here.

Here are some powerful coaching questions for transformation:

- *What opportunities are you not seeing?*
- *What are the positive consequences if you do transform this?*
- *How important is it to make this transformation right now?*
- *What are you not accepting?*
- *Is there something else going on that will get in the way of taking action towards your vision and the goal you have?*
- *What else is important for us to discuss today?*

~35-40 MINUTES

This is the main portion of the session. Take your time here and dig deep.

PRO COACH TIP

Coach the Client, not the issue. It can be easy to jump into coaching the situation, but masterful coaches coach the client to better manage the situation.

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L - LUMINATE

Luminate the path forward, and create an aligned action plan.

The Luminate step of the EVOLVE Coaching Path is where we shine a light on the learnings and realisations that the client has had about themselves and their situation during the session.

Change happens when we experience ourselves as resourceful, powerful, and successful, so help your client select the tasks that they can achieve and that will help them see the progress they are making.

Professional and masterful coaches spend time highlighting the learnings as well as identifying commitments or action steps.

Questions to Luminate your client's learning and commitments:

- *What have you learned about yourself today?*
- *What do you feel you can do now that you could not do before?*
- *What 3 commitments can you make to yourself and your dreams today?*
- *What else is possible?*

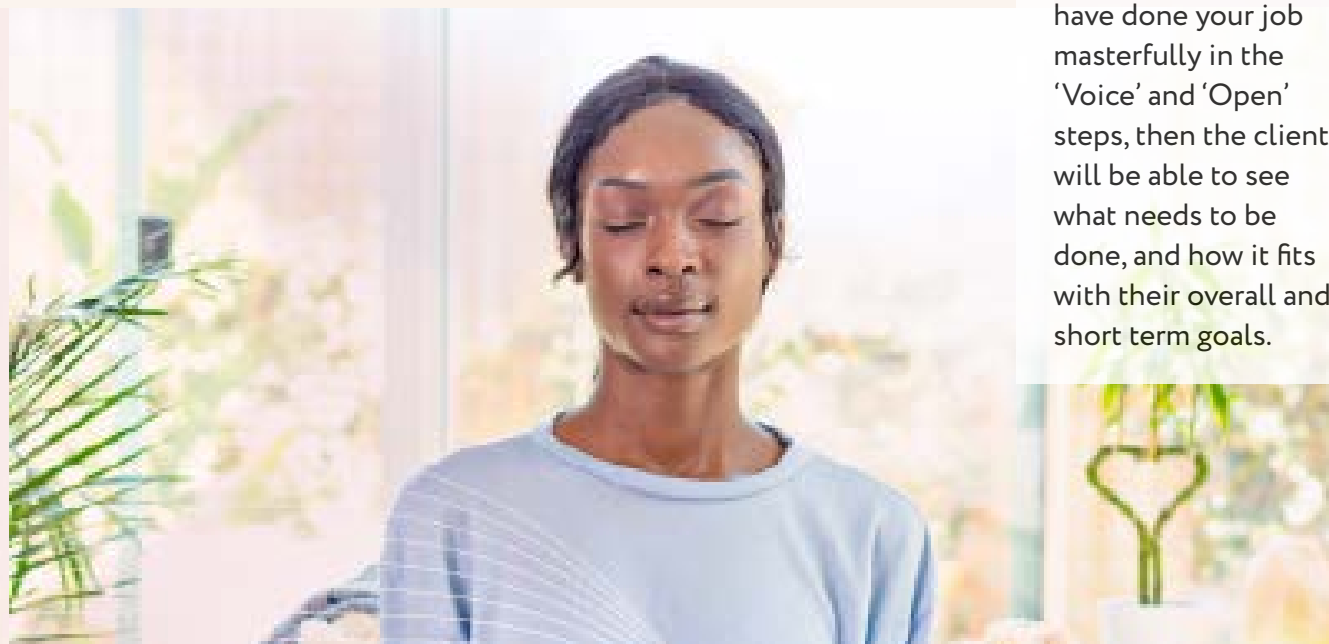
~10 MINUTES

This is the point in the session where you guide them to reflect on what they have learned in the session, and to create some commitments to embody that learning.

PRO COACH TIP

REMEMBER this is not the coach telling the client what to do.

The client is far more likely to take action if they create the action plan themselves, in collaboration with their coach. If you have done your job masterfully in the 'Voice' and 'Open' steps, then the client will be able to see what needs to be done, and how it fits with their overall and short term goals.



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V - VERIFY

Verify the objective of the session was met, and ensure that the client has everything they need to be successful.

The Verify step of the EVOLVE Coaching Path is an important check and measure that the client has everything they need to be successful. Although a short portion of the session, it is a powerful and necessary piece.

During this stage of the coaching session, prompt the client to revisit the goal of the session and Verify that it has been achieved.

Also Verify that the client is clear on the commitments that they have made and that they have everything they need in order to succeed.

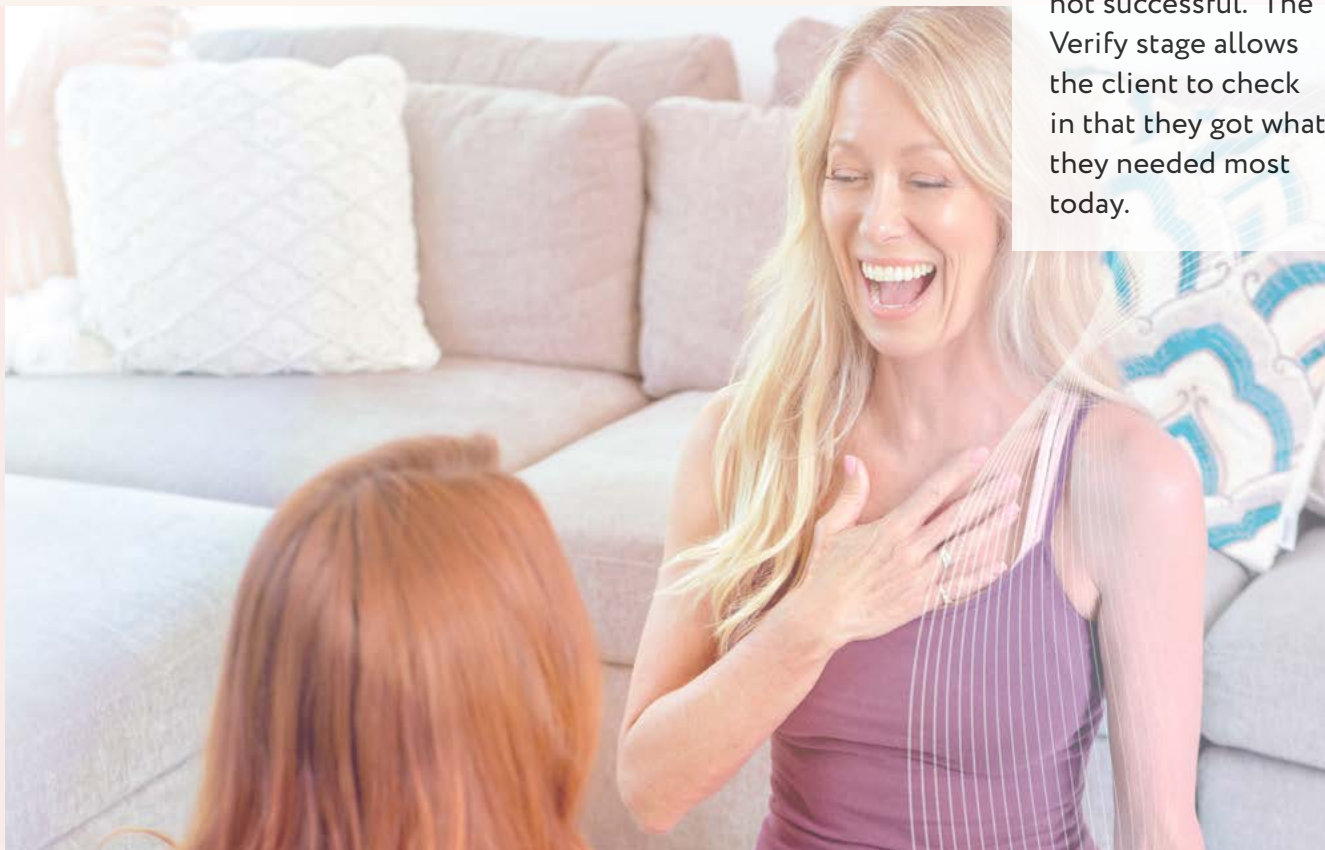
This may mean knowledge, tools and practices, or it could mean accountability and support.

~5 MINUTES

At this point the session is coming to a close. Verify that the client has received what they needed today.

PRO COACH TIP

Sometimes a coaching session can take a different path than the agenda. This doesn't mean that the session is not successful. The Verify stage allows the client to check in that they got what they needed most today.



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E - EMBODY

Embody the learnings, commitments, and goals following the session.

This step happens post-session and is carried out by the client.

Whilst the Embody step of the EVOLVE Coaching Path is predominantly carried out by the client, the coach has an important role here too.

Post-session is the time to continue to Embody the role of Professional Coach by completing any session notes and storing them securely as well as conducting your own post-session ritual to return any energy that is not yours to take on, and to prepare for your next session or task.

Professional coaches also spend time reflecting on their sessions.

Here are some prompts to help you Embody the role of a Professional Coach:

- *What did I do well in this session?*
- *What could I have done differently or better?*
- *Was I triggered at any point in the session?*
- *Did I try to 'solution' for the client in this session?*
- *Was I present for the entire session?*

PRO COACH TIP

Masterful coaches Embody a coaching way of being by recognising that their job is not over when the coaching call or session ends. They honour the space after the session to reflect on their practice, complete notes and reset themselves for the next client.

